

AMENDMENTS TO THE CLAIMS

The listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

1. (Currently Amended) A computer-implemented method comprising:
retrieving one or more core skills from a data store, wherein each user of a plurality of users is associated with one or more of the core skills, and wherein each of the core skills is a generalized skill useful in supporting an organization's business objectives;
retrieving, from a data store, a first subset of dimension skills, the first subset of dimension skills selected from a plurality of dimension skills, wherein the first subset of dimension skills correspond to a first subset of the plurality of users, and wherein each of the dimension skills included in the first subset of dimension skills is a profession-related skill corresponding to a particular first profession found in the organization;
identifying a progression requirement stored in a memory for each of the core skills and for the first subset of dimension skills;
creating a first profession-specific framework module, wherein the creating comprises including the retrieved core skills, the first subset of dimension skills, and the identified progression requirements in [[a]] the first profession-specific framework module, wherein the including further comprises:
~~creating the profession-specific framework module corresponding to one or more of the users;~~
~~assigning one or more values to the retrieved core skills and to the subset of dimension skills;~~
~~storing the assigned values in the framework module;~~

storing the first profession-specific framework module in a data store accessible by an evaluation software routine;

evaluating [[one]] a first user, wherein the first user is selected from the first subset of the plurality of users, and wherein the evaluating is performed using the first profession-specific framework module and the evaluation software routine;, the evaluating resulting in an evaluated user wherein the evaluation software routine performs steps comprising:

~~retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;~~

~~matching the user capability with one of the progression requirements that are included in the framework;~~

~~computing a core skill ranking for each of the core skills by comparing the values assigned to the core skills to the values assigned to other employees stored in the profession specific framework module and computing a dimension skill ranking for each of the subset of dimension skills by comparing the values assigned to the subset of dimension skills to the values assigned to other employees stored in the profession-specific framework module, wherein the core skill rankings and the dimension skill rankings are stored in a memory;~~

~~computing an overall ranking based upon the computed core skill ranking and the computed dimensional skill ranking, wherein the overall ranking is stored in the memory; and~~

~~identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension~~

~~skills, and wherein the identified user improvement areas are selected in order to increase the overall ranking of the user.~~

retrieving, from the data store, a second subset of dimension skills, the second subset of dimension skills selected from the plurality of dimension skills, wherein the second subset of dimension skills correspond to a second subset of the plurality of users, and wherein each of the dimension skills included in the second subset of dimension skills is a profession-related skill corresponding to a second profession found in the organization;

identifying a progression requirement stored in the memory for the second subset of dimension skills;

creating a second profession-specific framework module, wherein the creating comprises replacing the first subset of dimension skills in the first profession-specific framework module with the second subset of dimension skills;

storing the second profession-specific framework module in the data store accessible by the evaluation software routine; and

evaluating a second user, wherein the second user is selected from the second subset of the plurality of users, and wherein the evaluating is performed using the second profession-specific framework module and the evaluation software routine.

2. (Canceled)
3. (Canceled)
4. (Canceled)
5. (Canceled)
6. (Currently Amended) The method of claim 1 further comprising:

identifying one or more functional skills that correspond to the first subset of dimension skills; and

including the identified functional skills in the first profession-specific framework module.

7. (Canceled)
8. (Currently Amended) An information handling system comprising:
 - one or more processors;
 - a memory accessible by the processors;
 - one or more nonvolatile storage devices accessible by the processors; and
 - a workforce evaluation tool for evaluating a workforce, the workforce evaluation tool comprising software code that, when executed by one of the processors, performs steps comprising:
 - retrieving one or more core skills from one of the nonvolatile storage devices, wherein each user of a plurality of users is associated with one or more of the core skills, and wherein each of the core skills is a generalized skill useful in supporting an organization's business objectives;
 - retrieving a first subset of dimension skills from a plurality of dimension skills located in one of the nonvolatile storage devices, wherein the first subset of dimension skills correspond to a first subset of the plurality of users, and wherein each of the dimension skills included in the first subset of dimension skills is a profession-related skill corresponding to a particular first profession found in the organization;
 - identifying a progression requirement for each of the core skills and for the first subset of dimension skills;

creating a first profession-specific framework module, wherein the creating comprises including the retrieved core skills, the first subset of dimension skills, and the identified progression requirements in [[a]] the first profession-specific framework module, wherein the including further comprises:

~~creating the profession-specific framework module corresponding to one or more of the users;~~

~~assigning one or more values to the retrieved core skills and to the subset of dimension skills;~~

~~storing the assigned values in the framework module;~~

storing the first profession-specific framework module in a data store accessible by an evaluation software routine;

evaluating [[one]] a first user, wherein the first user is selected from the first subset of the plurality of users, and wherein the evaluating is performed using the first profession-specific framework module and the evaluation software routine; the evaluating resulting in an evaluated user wherein the evaluation software routine performs steps comprising:

~~retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;~~

~~matching the user capability with one of the progression requirements that are included in the framework;~~

~~computing a core skill ranking for each of the core skills by comparing the values assigned to the core skills to the values assigned to other employees stored in the profession-specific framework module and computing a dimension skill ranking for each of the subset of dimension skills by comparing the values~~

~~assigned to the subset of dimension skills to the values assigned to other employees stored in the profession-specific framework module, wherein the core skill rankings and the dimension skill rankings are stored in a memory;~~

~~computing an overall ranking based upon the computed core skill ranking and the computed dimension skill ranking, wherein the overall ranking is stored in the memory; and~~

~~identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user improvement areas are selected in order to increase the overall ranking of the user.~~

retrieving, from one of the non-volatile storage devices, a second subset of dimension skills, the second subset of dimension skills selected from the plurality of dimension skills, wherein the second subset of dimension skills correspond to a second subset of the plurality of users, and wherein each of the dimension skills included in the second subset of dimension skills is a profession-related skill corresponding to a second profession found in the organization;

identifying a progression requirement stored in the memory for the second subset of dimension skills;

creating a second profession-specific framework module, wherein the creating comprises replacing the first subset of dimension skills in the first profession-specific framework module with the second subset of dimension skills;

storing the second profession-specific framework module in the data store accessible by the evaluation software routine; and
evaluating a second user, wherein the second user is selected from the second subset of the plurality of users, and wherein the evaluating is performed using the second profession-specific framework module and the evaluation software routine.

9. (Canceled)
10. (Canceled)
11. (Canceled)
12. (Canceled)
13. (Currently Amended) The information handling system of claim 8 wherein the software code is further effective to:
identify one or more functional skills that correspond to the first subset of dimension skills; and
include the identified functional skills in the first profession-specific framework module.
14. (Currently Amended) A program product stored in a computer readable media, wherein the program product includes a set of instructions that, when executed by an information handling system, causes the information handling system to perform steps comprising:
retrieving one or more core skills from a data store, wherein each user of a plurality of users is associated with one or more of the core skills, and wherein each of the core skills is a generalized skill useful in supporting an organization's business objectives;

retrieving, from a data store, a first subset of dimension skills, the first subset of dimension skills selected from a plurality of dimension skills, wherein the first subset of dimension skills correspond to a first subset of the plurality of users, and wherein each of the dimension skills included in the first subset of dimension skills is a profession-related skill corresponding to a particular first profession found in the organization;

identifying a progression requirement stored in a memory for each of the core skills and for the first subset of dimension skills;

creating a first profession-specific framework module, wherein the creating comprises including the retrieved core skills, the first subset of dimension skills, and the identified progression requirements in [[a]] the first profession-specific framework module, wherein the including further comprises:

~~creating the profession specific framework module corresponding to one or more of the users;~~

~~assigning one or more values to the retrieved core skills and to the subset of dimension skills;~~

~~storing the assigned values in the framework module;~~

storing the first profession-specific framework module in a data store accessible by an evaluation software routine;

evaluating [[one]] a first user, wherein the first user is selected from the first subset of the plurality of users, and wherein the evaluating is performed using the first profession-specific framework module and the evaluation software routine; the evaluating resulting in an evaluated user wherein the evaluation software routine performs steps comprising:

~~retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;~~

~~matching the user capability with one of the progression requirements that are included in the framework;~~

~~computing a core skill ranking for each of the core skills by comparing the values assigned to the core skills to the values assigned to other employees stored in the profession specific framework module and computing a dimension skill ranking for each of the subset of dimension skills by comparing the values assigned to the subset of dimension skills to the values assigned to other employees stored in the profession specific framework module, wherein the core skill rankings and the dimension skill rankings are stored in a memory;~~

~~computing an overall ranking based upon the computed core skill ranking and the computed dimension skill ranking, wherein the overall ranking is stored in the memory; and~~

~~identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user improvement areas are selected in order to increase the overall ranking of the user.~~

retrieving, from the data store, a second subset of dimension skills, the second subset of dimension skills selected from the plurality of dimension skills, wherein the second subset of dimension skills correspond to a second subset of the plurality of users, and wherein each of the dimension skills included in the second subset of dimension skills is a profession-related skill corresponding to a second profession found in the organization;

identifying a progression requirement stored in the memory for the second subset of dimension skills;

creating a second profession-specific framework module, wherein the creating comprises replacing the first subset of dimension skills in the first profession-specific framework module with the second subset of dimension skills;

storing the second profession-specific framework module in the data store accessible by the evaluation software routine; and

evaluating a second user, wherein the second user is selected from the second subset of the plurality of users, and wherein the evaluating is performed using the second profession-specific framework module and the evaluation software routine.

15. (Canceled)
16. (Canceled)
17. (Canceled)
18. (Canceled)
19. (Currently Amended) The program product of claim 14 wherein the computer program code is further effective to:
identify one or more functional skills that correspond to the first subset of dimension skills; and
include the identified functional skills in the first profession-specific framework module.
20. (Canceled)